



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
1411 JEFFERSON DAVIS HIGHWAY
ARLINGTON, VA 22202-3231

NGB-EO

31 January 2003

MEMORANDUM FOR THE ADJUTANTS GENERAL OF ALL STATES, PUERTO RICO, THE U.S. VIRGIN ISLANDS, GUAM, AND THE COMMANDING GENERAL OF THE DISTRICT OF COLUMBIA

SUBJECT: Army National Guard (ARNG) Soldiers Serving in Title 32 Status

1. ARNG Title 32 soldiers in M-Day status assigned to the following duty positions: Equal Opportunity Advisor (EOA), Equal Opportunity Representative (EOR) or Human Relations/Equal Opportunity Advisor (HR/EO) are governed by National Guard Regulation (NGR) 600-21, dated 14 September 2001.
2. Title 32 Active Guard Reserve (AGR) soldiers are not authorized to serve in an EOA primary duty status position. Furthermore, NGR 600-21 does not require Title 32 AGR additional duty EORs to complete the Active Army 80-hour Training Support Package (TSP) in order to obtain certification as an EOR. EOAs serving in IDT, AT, ADSW or AGR are responsible for training and qualifying EORs subordinate to their command.
3. EOAs are required by NGR 600-21 to attend the Reserve Component EOA Course within twelve months of assignment to an EOA position. EOAs who hold ASI 5T (officers) or SQI Q (enlisted) will train EORs structuring the training to meet local conditions. EORs may also attend the Defense Equal Opportunity Management School (DEOMI) Reserve Component Course (RCC), but it is not required.
4. Title 32 AGR soldiers who perform EOR additional duties are utilized in an EOR capacity as directed by the commander and NGR 600-21. Therefore, Title 32 EOAs or EORs perform AGR job description functions that support their primary duty position Military Occupation Skill (MOS). EOAs and EORs are required to follow NGR 600-21 for EOA and EOR training requirements.
5. The point of contact for this action is LTC Melodie A. Esposito, ARNG Equal Opportunity Program Manager, National Guard Bureau, at DSN 327-0778 or 703-607-0778.